

MEMORANDUM OF AGREEMENT
by and between
POLICEMEN'S BENEVOLENT ASSOCIATION LOCAL No. 49
and the
COUNTY OF BERGEN

The County of Bergen (hereinafter, the County) and Policemen's Benevolent Association Local No. 49, Bergen County Police Department (hereinafter, the bargaining unit), have through collective bargaining, reached an agreement to both extend and modify the terms and conditions of a Memorandum of Agreement executed by and between the outgoing County Executive and representatives of the bargaining unit on December 29, 2010 as more fully set forth within:

1. This term of this agreement, which shall be subject to ratification by the bargaining unit, shall be from January 1, 2010 to December 31, 2014.
2. The salaries set forth in the letter dated December 29, 2010 and attached hereto as Exhibit "A", shall become effective and payable as of December 29, 2010. The bargaining unit acknowledges and waives any right it may have to retroactive payment of said sums to January 1, 2010.
3. The bargaining unit shall receive a 0% wage increase for fiscal 2011.
4. The bargaining unit shall receive a 0% wage increase for fiscal 2012.
5. The bargaining unit shall receive a 0% wage increase for fiscal 2013.
6. Salary increases for the bargaining unit in fiscal 2014 shall be determined by the salary provisions set forth in the previous contract between the parties at Article VIII (appendices "A" and "B") therein.
7. Effective July 1, 2011, all members of the bargaining unit shall move into the Direct Access Insurance Plan as currently offered by the County, and shall at all times contribute to same as required by law. Said contributions shall commence on June 1, 2010 which is currently 1.5% of pensionable base salary.
8. Any grievance and/or litigation now pending relative to health care contributions shall now and forever be dismissed with prejudice by the bargaining unit.
9. Effective July 1, 2011, return to duty call back pay shall be reduced from a four hour minimum to a two hour minimum.
10. All other terms and conditions of employment as set forth in the current collective bargaining

*FS
3-11-11*

agreement shall remain in full force and effect, including but not limited to the payment of longevity pay, educational incentives, special duty pay, clothing allowance, step movement (if applicable) and promotional movement (if applicable) as if more fully set forth herein and shall be reduced to a formal agreement following ratification by the bargaining unit., and shall be effective January 1, 2010.

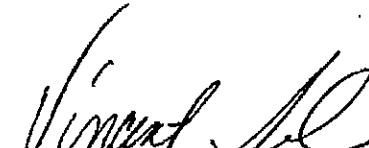
11. Should there be a reduction in workforce and/or demotions in rank in fiscal years 2011 and/or 2012 as necessitated by reasons of economy and/or efficiency (other than for cause), the parties agree to re-open negotiations on the issue of salary alone for the fiscal year in which the event occurs.

FOR THE COUNTY OF BERGEN


KATHLEEN A. DONOVAN
BERGEN COUNTY EXECUTIVE

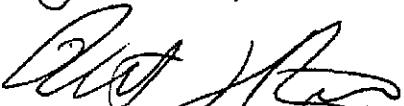

EDWARD TRAWINSKI
COUNTY ADMINISTRATOR

BERGEN COUNTY POLICE
LOCAL NO. 49


VINCENT SILEO, President


SCOTT WILLIAMS, V.P.


JOHN PALETT0, Treasurer


VINCENT DeRIENZO


THOMAS MILLER, Delegate